

Remuneration Package of Newly Recruited Trainee

1.	Duration of Employment	One-off 9-year training contract of which continuation is conditional on satisfactory performance and achievement of specific career milestones
2.	Basic Salary	\$42,175 (as at 09/10 level) (Salary to be offered will commensurate with relevant experience and qualification, if any, of the doctors concerned.)
3.	Monthly Allowance	\$6,949 (as at 09/10 level)
4.	Housing Benefit	May opt for : <ul style="list-style-type: none"> Retaining eligibility to apply for interest subsidy under HA's Home Loan Interest Subsidy Scheme (HLISS) after at least 3 years of service (year of service will be counted as qualifying service for HLISS); or 5% allowance in lieu of HLISS (year of service will not be counted as qualifying service for HLISS).
5.	HA Mandatory Provident Fund	\$1,000 Note : HA will make a monthly employer mandatory contribution for each contract employee at the statutory contribution rate (i.e. 5% of the employee's monthly relevant income or \$1,000, whichever is lesser)
6.	Gratuity	15% of total basic salary earned payable on satisfactory completion of every 3 years during the 9-year training contract
7.	Annual Leave	25 days per year
8.	Sick Leave	<ul style="list-style-type: none"> 38 days full pay sick leave for the 1st year of service 48 days full pay sick leave from the 2nd year of service onwards May accumulate up to a maximum of 182 days full pay sick leave. Further sick leave on half pay of the same order of entitlement may be granted
9.	Maternity Leave	<ul style="list-style-type: none"> Employees with 40 weeks of service prior to commencement of maternity leave are entitled to a maximum of 10 weeks maternity leave on a full pay basis.
10.	Medical Benefit	<ul style="list-style-type: none"> Free outpatient and hospitalization benefits of the employees and eligible dependants.
11.	Dental Benefit	<ul style="list-style-type: none"> Dental benefits provided for the employee and eligible dependants.
12.	Death Benefit	(a) 12 monthly basic salary; or (b) amount of accrued gratuity plus HA's employer mandatory contributions during contract period, whichever is greater.
13.	Disability Benefit	Payment of accrued benefits plus either : (a) monthly basic salary x (1/3 x months of total contract period)* or (b) a lump sum equal to 50% of basic salary plus monthly allowance and reduced gratuity for remaining contract period, whichever is greater. <i>* up to a maximum of 12 months</i>

14.	Employees' Compensation	Compensation is generally same as Employees' Compensation Ordinance except that sick leave arising out of injuries at work is granted on a full pay basis.
15.	Professional Indemnity	Provided for medical, nursing and allied health staff